

Compensation

SNL Intern Pay Rates (effective January 1, 2024)

Research & Development:

Group	NM Rate	CA Rate
Research & Development		
High School Student / Grad (<11 completed college units)	\$17.20	\$19.00
College Lower (12 – 60 completed college units)	\$21.90	\$25.93
College Upper (≥61 completed college units)	\$27.88	\$33.01
MS/MA/MBA/PhD Student with earned BA/BS	\$35.36	\$40.71
PhD Student with earned MS/MA/MBA	\$38.60	\$44.07
PhD Dissertation (all but Dissertation)	\$42.65	\$47.54

Technical:

Group	NM Rate	CA Rate
Technical		
High School Student / Grad (<11 completed college units)	\$17.20	\$19.00
College Lower (12 – 60 completed college units)	\$20.82	\$24.61
College Upper (≥61 completed college units)	\$26.97	\$32.66
MS/MA/MBA/PhD Student with earned BA/BS	\$35.62	\$40.71
PhD Student with earned MS/MA/MBA	\$38.22	\$43.24
PhD Dissertation (all but Dissertation)	\$42.47	\$47.12

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Business:

Group	NM Rate	CA Rate
Business		
High School Student / Grad (<11 completed college units)	\$17.20	\$19.00
College Lower (12 – 60 completed college units)	\$18.63	\$21.85
College Upper (≥ 61 completed college units)	\$25.06	\$30.98
MS/MA/MBA/PhD Student with earned BA/BS	\$31.29	\$35.67
PhD Student with earned MS/MA/MBA	\$35.39	\$41.02

Clerical Non-Represented:

Group	NM Rate	CA Rate
Clerical Non-Represented		
High School Student / Grad	\$17.20	\$19.00
High School Grad (<11 completed college units)	\$17.20	\$19.00
College Lower (12 – 60 completed college units)	\$18.63	\$21.85
College Upper (≥ 61 completed college units)	\$21.42	\$25.13

***Student Rates are unburdened rates**

For Clerical OPEIU and MTC Labor Rates, please refer to the respective Collective Bargaining Agreement



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